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FILE *Personnel* 11

Col. White

23 AUG 1966

The only thing new is the second sentence
of paragraph 4.a.

(5)
Alan M. Warfield

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DD/S 66-4458: Memo to ExDir-Compt fm ADD/S dtd 23 August 66 subj:
Proposed Revision Equal Employment
Opportunity Policy w/att

25X1

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MEMORANDUM FOR: Executive Director-Comptroller

SUBJECT : Proposed Revision of Equal Employment
Opportunity Policy

25X1

1. This memorandum recommends your approval of a policy statement which is attached hereto.

2. A meeting of representatives of all Directorates and the Inspector General was convened to discuss the draft submitted to you by the CIA Equal Employment Opportunity Officer. The attachment reflects the considered views of the representatives.

3. It is recommended that you approve the revision of attached, and return it to this office for publication.

25X1

SIGNED Alan M. Warfield

Alan M. Warfield
Assistant Deputy Director
for Support

AIR.

Draft Regulation on Equal
Employment Opportunity

cc: DD/I
DD/P
DD/S&T
Inspector General
General Counsel

ADD/S/AMW:bak(23 Aug.66)

Distribution:

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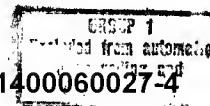
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Approved For Release 2003/05/05 : CIA-RDP84-00780R001400060027-4

Chrono Subject



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DRAFT II/23 August 1966

4. EQUAL EMPLOYMENT OPPORTUNITY POLICY



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a. It shall be the policy of the Central Intelligence Agency to provide equal employment opportunity for all qualified persons without discrimination based on race, creed, color, national origin, sex, marital status, political affiliation, or physical handicap, and to promote the full realization of equal employment opportunity through a positive continuing program. A qualified person is one who possesses the ^{special requirements for} qualifications necessary to Agency employment and pertinent to the duties concerned, and is ready, willing, and able to comply with the specific ^{specific} requirement of the ^{Agency} component to which he or she is or ^{may} ~~would~~ be assigned. In administering this policy, the Agency shall comply with the provisions of Executive Order 11246, dated 24 September 1965, with due regard to the statutory responsibilities of the Director of Central Intelligence prescribed in the National Security Act of 1947, as amended, and the Central Intelligence Act of 1949, as amended.

b. The unique internal security requirements of this Agency require the compartmentation of its personnel and activities and the application of the need-to-know principle, and necessitate the formulation of appropriate procedures on a case-by-case basis for the processing of each complaint of discrimination. Such procedures will be based on the security factors involved in each case, but the Agency will ensure that the objectives of the implementing regulations promulgated by the U.S. Civil Service Commission are observed.

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- c. The Director of Central Intelligence shall designate a CIA Equal Employment Opportunity Officer who is under his immediate supervision for all matters pertaining to the Agency's equal employment opportunity policy. The Director may designate such other Deputy Equal Employment Opportunity Officers as may be necessary to carry out the Agency's equal employment opportunity program.
- d. Complaints by Agency employees or applicants for Agency employment containing allegations of discrimination contrary to the Agency's equal employment opportunity policy shall be submitted to the CIA Equal Employment Opportunity Officer. Individuals making such complaints may request the advice and assistance of the CIA Equal Employment Opportunity Officer as to proper form and procedure to be followed.

CONCUR:

(SIGNED)

23 AUG 1965

R. L. Bannerman
Deputy Director
for Support

Date

APPROVED:

L. K. White
Executive Director-Comptroller

Date

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